

Understanding Your Local Labor Market: Aging Workers

By John Haltiwanger

And the staff of the LEHD program

U S C E N S U S B U R E A U

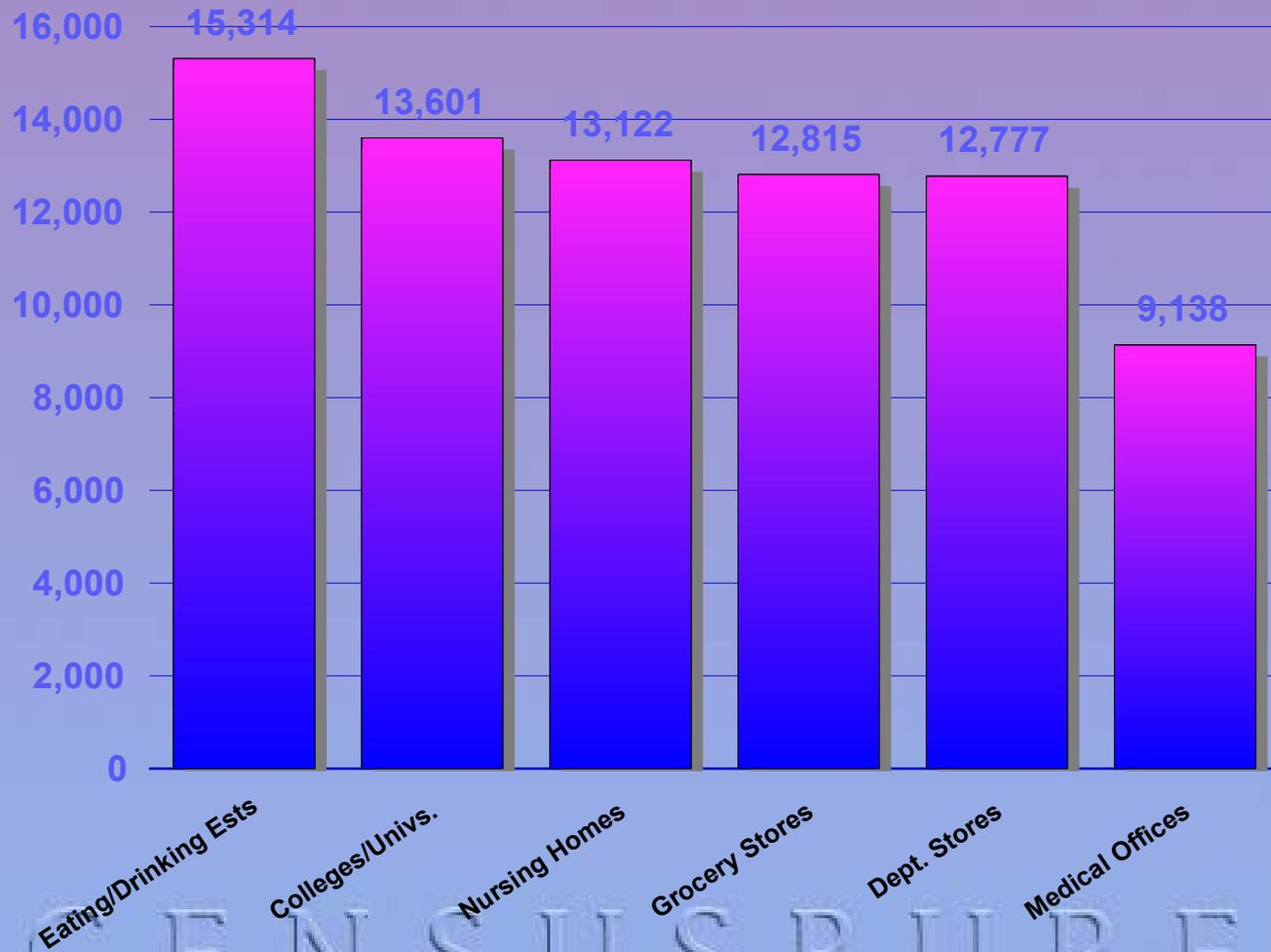
Overview

- Background
- Where are the jobs for older workers?
- Where are the high-paying jobs?
- What is the impact of changing technology on the demand for older workers?
- Who works in long term care industries (e.g., nursing homes)?

Background

- NIA grant (provides funding for these workshops)
- Basic approach
 - Outline basic facts about demand for older workers
 - Analyze link between changing technology and this demand
 - Analyze substitution of older for younger workers in the workforce
 - Analyze Caring for Older Adults
- Three year project. Started in July. First customized reports to states available early spring.
- These results: Workers 55-64, 2001:2; PA

Where Are the Jobs for Older Workers?



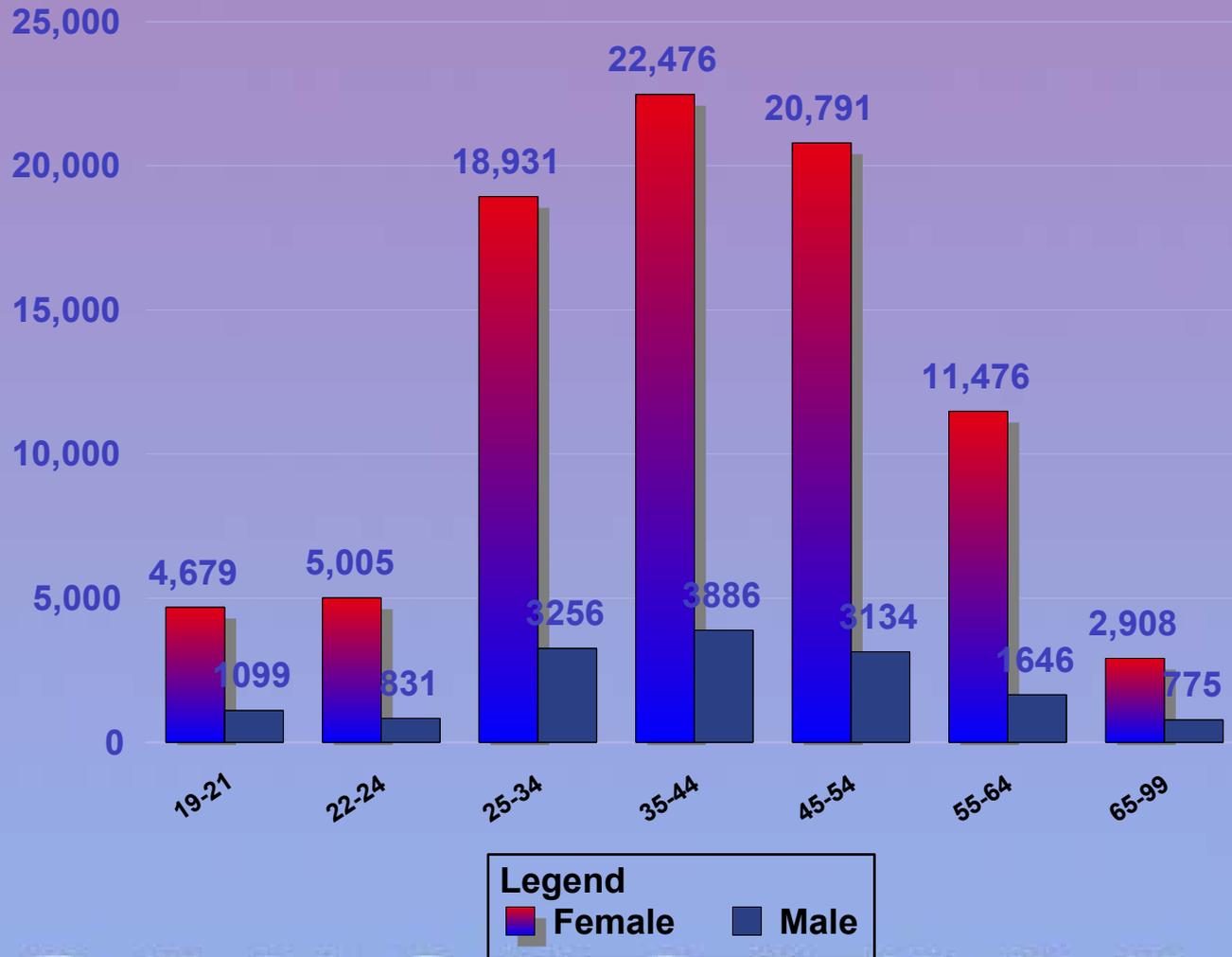
Where Are the High-Paying Jobs?



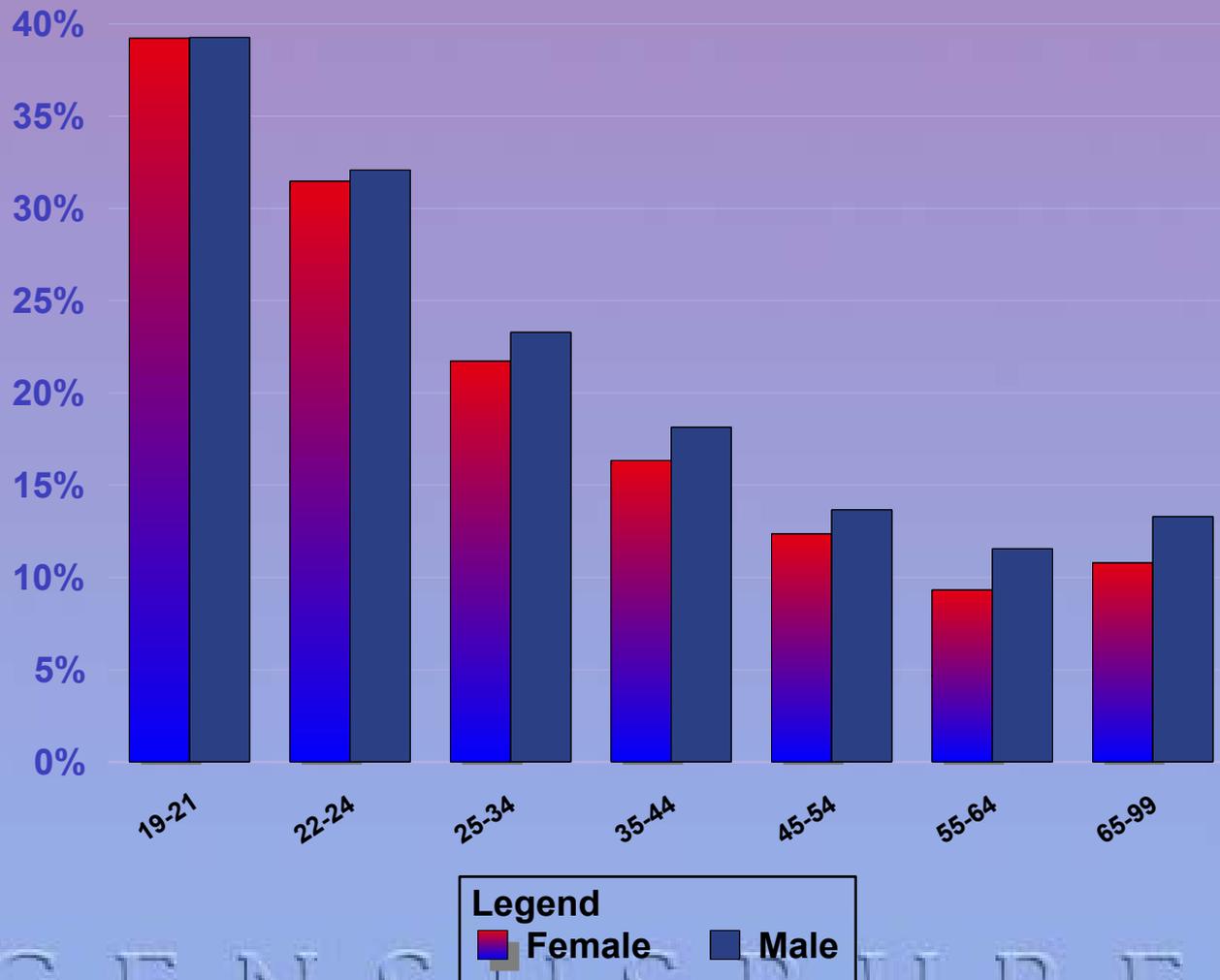
Who takes care of Older Adults?

- Long term care industries growing:
 - Changing Family Structure
 - Changing Longevity
 - Baby Boomers Growing Older.
- LEHD data can be used to study long-term care providing industries and workers employed in these industries

Who Works in Nursing Homes?



What is the turnover in nursing homes?



Analytical Studies of Workers in Long-Term Care Industries...

- Johnson (2003) conducts analysis for Maryland:
 - Workers in nursing homes are lower paid but do not have higher turnover.
 - Controlling for pay, workers in nursing homes have less turnover.
 - Home health care workers exhibit higher turnover but not as high as suggested by other studies.

Next Steps

- Analytical Work (Examples)
 - Measuring technology
 - Use of computers, internet access (Census Business Surveys)
 - Use of e-business and e-commerce methods
 - Estimating Substitution and Impact of Technology
 - What is nature of substitution between older and younger workers by industry and technology?